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ABSTRACT

In 1996, San Diego Miramar College conducted a study investigating if their vocational programs prepared students to succeed in the labor market after completing training. The participants of this study were former vocational students of Miramar College who left college in 1990-91 or 1991-92. Economic gains measured by wage rate after program completion were examined by tracking student wages and employment rates for three years after graduation through the Post-Education Employment Tracking System (PEETS). Findings indicated that Miramar students who completed a vocational program were slightly more likely to be employed for a longer term (82.7% compared to 77.6%), and had a faster rate of wage increase than those who did not. Students under 25 received the most amount of economic benefit; their wages had increased by 83.0% three years after college. Non-minority students received slightly higher average wages than minority students three years out of college, $41,894 per year compared to $36,998. More female (92.3%) than male (78.2%) students were in long term employment. The average wages of Miramar College students were found to be higher three years after graduation ($40,506) than the average for other California schools ($30,158). Appendices include tables of wage rates for vocational students under 25, and for all ages. (YKH)

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Post-College Wages and Employment Rates

of

San Diego Miramar College Students

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Post-College Wages and Employment Rates

San Diego Miramar College

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Post-College Wages and Employment Rates

San Diego Miramar College 1990-91, 1991-92

Background

In the late 1980's, there was a growing social and political concern that California Community Colleges' was failing to provide a open door to higher education for California's increasingly diverse population. Various studies suggested differential outcomes of students from historically underrepresented groups, and legislators were concerned over the quality and equity of the community college system. In following years, several policies and initiatives were implemented to mandate colleges to report student educational and occupational outcomes: State Model Accountability System (AB1725), the Joint Commission on Accountability (JCAR), Senate Bill 645 (School Report Cards), and the Student Right to Know legislation.

Under the State Model Accountability System (AB1725), colleges are required to collect and report data on student educational and occupational success as well as their access and satisfaction. Under SB645, colleges are to report vocational placement rates. The Joint Commission on Accountability Reporting (JCAR) proposes how colleges can report student job placement and licensure pass rates, transfer and graduation rates, and upper division and graduate school enrollment.

This study investigates how several vocational programs at San Diego Miramar College prepare students to succeed in the labor market after completing their training. Student placement and economic gains measured by wage rate after receiving a vocational certificate or associate degree were examined by tracking their wages and employment rates for three years after graduation through the Post-Education Employment Tracking System.

Method

The post-college employment and wages of San Diego Miramar College Students were measured by using the Post-Education Employment Tracking System (PEETS). PEETS is operated by the Chancellor's Office of the California Community Colleges in cooperation with the State of California's Employment Development Department (EDD). PEETS matches, by Social Security Number, students' demographic and educational data available in the Chancellor's Office Management Information System (MIS) and Unemployment Insurance (UI) Wage Record Data collected quarterly by EDD.

The Research and Planning Office prepared a data file for matching with State UI records. The data sent include student educational and demographic information including their age, sex, ethnicity, disability status, financial aid status, grades, degrees and certificates awarded, etc. UI wage records contain reports of earnings of each employee from employers as required in complying with the State's Unemployment Compensation law. Approximately 95% of individuals employed in California are included in UI wage records. UI wage data does not include those who are self-employed, paid entirely on commission basis, federal government employee, or work outside of California. Data were submitted on behalf of all three colleges and continuing education in the SDCCD.

In order to match student educational and demographic data with wage records, a student record file created by the SDCCD Research and Planning Office for the three colleges was submitted to EDD. After matching and adding wage record information, the student file was sent back to the Research and Planning Office for analysis. For confidentiality, student Social Security Numbers are replaced with student identification numbers during the matching process.

The participants of this study were former vocational students of San Diego Miramar College who left college in 1990-91 or 1991-92 and did not enroll thereafter. The students completed at least 6 units in the same four-digit vocational education Taxonomy of Programs (TOP) code at a Student Accountability Model (SAM) level of C or above. Districtwide, the wage records were available for approximately 75% of former vocational students for the last year of college, 67% for the first year, and 64% for the third year after leaving the college. The data of former students were categorized by the program they were enrolled in, completion of the program, and their demographic characteristics (e.g., sex, age, ethnicity) for data analyses. Students who received a vocational certificate and those who received an associate degree in a vocational field were placed into the same educational attainment category in order to increase the cell size for analyses.

Findings and Discussion

1. Efficacy of the Post-Education Employment Tracking System (PEETS)

Of vocational students who left Miramar College in 1990-91 and 1991-92, nearly 80% of wage records in the last year of college were matched by PEETS. The matching rate slightly declines over time, but approximately 70% of student wage records were still able to be matched three years out of college. For students who did not complete a program, the matching rates via PEETS were over 85% in the last year of college and approximately 70% three years out of college. This match rate is far higher than that obtained by student follow-up surveys. Response rates to such surveys are often below 15% of the sample.

Table 1: Numbers and Percentages of Former Vocational Students Whose Records Were Matched via PEETS

	Last Year of College		1st Year after College		3rd Year after College	
	#	%	#	%	#	%
Certificate/Degree Holders (N=118) # Matched with PEETS	91	77.1	93	78.8	81	68.6
No Certificate/Degree (N=4,746) # Matched with PEETS	4,061	85.5	3,834	80.8	3,319	69.9

2. Comparison of Wages by Educational Attainment

The following section compares wages and employment rates of students by educational attainment. For clarity and the ease of interpretation, the body of this report only makes a distinction between students who received a vocational certificate or degree and those who took some vocational education courses but did not receive a certificate or degree. The wages and employment rates of students by the number of vocational courses completed are shown in the Appendix.

Miramar College students who completed a vocational program (Completers) were slightly more likely to be employed for a longer term and earned higher wages than those who left college without completing a vocational program (Leavers) (Table 2). A higher percentage of completers (82.7%) were employed for a full-year compared to leavers (77.6%). Completers had a somewhat faster rate of wage increase (15.4%) compared to leavers (9.6%) from their last year of college to the third year after leaving college.

Table 2: Wages and Employment Rates of Miramar College Vocational Students

Vocational Program	Last Year College	1st Year after College	3rd Year after College
Degree/Certificate Holder (N=118)			
# Matched with PEETS	91	93	81
% Employed for 4 Quarters *	82.4%	76.3%	82.7%
Average Wage	$ 35,111	$ 38,284	$ 40,506
Wage Gain (%) **	--	9.0%	15.4%
No Degree/Certificate (N=4746)			
# Matched with PEETS	4061	3833	3319
% Employed for 4 Quarters *	78.1%	77.2%	77.6%
Average Wage	$ 34,138	$ 36,043	$ 37,349
Wage Gain (%) **	--	5.6%	9.4%

* Percentages are based on the number of student records matched in a particular year
** Wage gain compared to the last year of college

In third year out of college, the vast majority of completers (80.2%) were earning more than the state average manufacturing wage ($12,875) (Table 3). The percentage of leavers who earned more than $12,875 three years out of college was over 10% lower than for completers (69.5%).

Table 3: Wages and Percentages of Miramar Vocational Students Who Earned More than $12,875

Vocational Program	Last Year College	1st Year after College	3rd Year after College
Degree/Certificate Holder (N=118)			
# Matched with PEETS	91	93	81
% Earning More than $ 12,875 *	70.2%	68.7%	80.2%
Average Wage	$ 39,982	$ 41,542	$ 41,461
Wage Gain (%) **	--	3.9%	3.7%
No Degree/Certificate (N=4746)			
# Matched with PEETS	4061	3833	3319
% Earning More than $ 12,875 *	66.5%	68.6%	69.5%
Average Wage	$ 38,678	$39,877	$ 40,774
Wage Gain (%) **	--	3.1%	5.4%

* Percentages are based on the number of student records matched in a particular year
** Wage gain compared to the last year of college

3. Comparison by Demographic Characteristics

a) Age Group

The economic benefit from completing a vocational program was greatest for students under 25 years old (Table 4). The wages of students under 25 years old increased 83% in three years. Although the percentage of students who earned over $12,875 was less than 40% before they received a vocational certificate or degree (last year of college), almost 80% of students earned more than $12,875 three years our of college. For students between 25 and 34 years old, their wages remained approximately the same for three years, and the percentages of students earning over $12,875 and of those employed for 4 quarters hardly changed in three years. For students over 34 years old, the percentage of students earning over $12,875 increased slightly in three years, and their average wage gain was 22.6%.

Table 4: Wages and Employment Rates of Former Miramar Vocational Students by Age Group

	Last Year College	1st Year after College	3rd Year after College
< 25 Years Old (N=18)			
# Matched with PEETS	18	16	14
% Employed for 4 Quarters *	72.2%	56.3%	78.6%
Average Wage	$ 14,480	$ 20,382	$ 26,493
Wage Gain (%) **	--	40.8%	83.0%
% Earning Over $ 12,875 *	38.8%	37.6%	78.6%
25-34 Years Old (N=54)			
# Matched with PEETS	44	49	43
% Employed for 4 Quarters	84.1%	83.7%	81.4%
Average Wage	$ 38,884	$ 38,222	$ 39,607
Wage Gain (%)	--	-1.7%	1.9%
% Earning Over $ 12,875	77.2%	77.6%	76.7%
> 34 Years Old (N=46)			
# Matched with PEETS	29	28	24
% Employed for 4 Quarters	86.2%	75.0%	87.5%
Average Wage	$ 40,255	$ 46,075	$ 49,342
Wage Gain (%)	--	14.5%	22.6%
% Earning Over $ 12,875	79.3%	71.4%	87.5%

* Percentages are based on the number of student records matched in a particular year
** Wage gain compared to the last year of college

In each age group, completers earned higher wages than leavers (Table 5). In addition, completers who were under 25 years old had substantially higher wage gains (83.0%) in three years compared to leavers in the same age group (41.8%). Completers who were over 34 years old also had much greater wage gains (22.6%) compared to leavers over 34 years old (1.4%). Although completers between 25 and 34 years old had smaller wage increases compared to leavers between 25 to 34 years old, their wages were higher than leavers three years out of college.

Table 5: Wages of Former Vocational Students by Age and Educational Attainment

	Last Year College	1st Year after College	3rd Year after College	Wage Gain in 3 Years
< 25 Years Old (N=18)				
Certificate/Degree	$ 14,480	$ 20,382	$ 26,493	83.0%
No Certificate/Degree	$ 16,801	$ 19,830	$ 23,826	41.8%
25 - 34 Years Old (N=54)				
Certificate/Degree	$ 38,884	$ 38,222	$ 39,607	1.9%
No Certificate/Degree	$ 34,196	$ 35,926	$ 37,724	10.3%
> 34 Years Old (N=46)				
Certificate/Degree	$ 40,255	$ 46,075	$ 49,342	22.6%
No Certificate/Degree	$ 42,394	$ 43,306	$ 42,987	1.4%

b) Ethnicity

The average wages of non-minority students were somewhat higher than minority students three years out of college. The rates of full-year employment and proportions earning more than $12,875 were approximately the same for ethnic minority and non-minority students in the third year (Table 6).

Table 6: Wages and Employment Rates of Former Miramar Vocational Students by Ethnicity

	Last Year College	1st Year after College	3rd Year after College
Minority (N=35)			
# Matched with PEETS	25	26	23
% Employed for 4 Quarters *	84.0%	80.8%	82.6%
Average Wage	$ 35,229	$ 35,401	$ 36,998
Wage Gain (%) **	--	0.5%	5.0%
% Earning Over $ 12,875 *	79.9%	76.9%	78.2%
Non-Minority (N=82)			
# Matched with PEETS	66	67	58
% Employed for 4 Quarters	81.8%	74.6%	82.8%
Average Wage	$ 35,065	$ 39,494	$ 41,894
Wage Gain (%)	--	12.6%	19.5%
% Earning Over $ 12,875	66.7%	65.6%	81.1%

* Percentages are based on the number of student records matched in a particular year
** Wage gain compared to the last year of college

Table 7 compares wages and wage gain by ethnicity and educational attainment. Non-minority students who completed a vocational program had approximately twice (19.5%) as much wage gain compared to non-minority students who did not complete a vocational program (8.9%). For minority students, completers had higher wages than leavers in three years although the wage gain of completers was smaller compared to leavers.

Table 7: Wages of Former Vocational Students by Ethnicity and Educational Attainment

	Last Year College	1st Year after College	3rd Year after College	Wage Gain in 3 Years
Minority				
Certificate/Degree	$ 35,229	$ 35,401	$ 36,998	5.0%
No Certificate/Degree	$ 31,193	$ 33,079	$ 35,076	12.4%
Non- Minority				
Certificate/Degree	$ 35,065	$ 39,494	$ 41,894	19.5%
No Certificate/Degree	$ 34,897	$ 36,875	$ 38,013	8.9%

c) Gender

Over 90% of female students were employed for 4 quarters three years after college. The proportion of male students who were employed for 4 quarters three years out of college was somewhat lower (78.2%). A somewhat higher percentage of women also earned over $12,875 (88.4%) in three years compared to men (76.4%). Women, however, had a somewhat lower average wage in the third year after college compared to men.

Table 8: Wages and Employment Rates of Former Miramar Vocational Students by Gender

	Last Year College	1st Year after College	3rd Year after College
Men (N=80)			
# Matched with PEETS	61	62	55
% Employed for 4 Quarters *	78.7%	75.8%	78.2%
Average Wage	$ 37,194	$ 41,158	$ 43,682
Wage Gain (%) **	--	10.7%	17.4%
% Earning Over $ 12,875 *	68.9%	70.9%	76.4%
Women (N=38)			
# Matched with PEETS	30	31	26
% Employed for 4 Quarters	90.0%	77.4%	92.3%
Average Wage	$ 31,408	$ 32,654	$ 34,814
Wage Gain (%)	--	4.0%	10.8%
% Earning Over $ 12,875	73.4%	64.5%	88.4%

* Percentages are based on the number of student records matched in a particular year
** Wage gain compared to the last year of college

Male students who completed a vocational program had a higher wage gain (17.4%) in three years compared to male students who left college without completing a program (8.4%). For female students, vocational certificate or degree attainment had less impact on their wage, and their wage gain was approximately the same regardless of completion of a vocational program.

Table 9: Wages of Former Vocational Students by Gender and Educational Attainment

	Last Year College	1st Year after College	3rd Year after College	Wage Gain in 3 Years
Men				
Certificate/Degree	$ 37,194	$ 41,158	$ 43,682	17.4%
No Certificate/Degree	$ 38,188	$ 39,998	$ 41,398	8.4%
Women				
Certificate/Degree	$ 31,408	$ 32,654	$ 34,814	10.8%
No Certificate/Degree	$ 27,793	$ 29,775	$ 31,060	11.8%

d) Disability Status

No analysis was conducted to compare wages by student disability status since few vocational students with a disability were included in the database.

4. Comparison of Wages by Major Field

Table 10 shows wages and employment rates of students in some of the occupational major fields. Only fields which had more than 15 completers in 1990-01 and 1991-92 are listed in the table. The students who completed a program in Administration of Justice had a relatively higher rate of wage gain (28.0%), followed by completers in Fire Control (10.3%).

Table 10: Comparison of Wages by Major Field

Field	Last Year	1st Year	3rd Year	% Change
Business				
(N=26)				
Annual Wage	$ 29,242	$ 25,376	$ 30,903	5.7%
% Employed for 4 Quarters *	90.0%	70.0%	93.8%	3.8%
Administration of Justice				
(N=16)				
Annual Wage	$ 35,317	$ 44,127	$ 45,195	28.0%
% Employed for 4 Quarters	71.4%	75.0%	66.7%	-4.7%
Fire Control				
(N=30)				
Annual Wage	$ 44,501	$ 50,374	$ 49,086	10.3%
% Employed for 4 Quarters	86.2%	86.2%	92.6%	6.4%

* Percentages are based on the number of students matched through PEETS in a particular year

5. Comparison to Other Colleges

The wages of Miramar College vocational students were compared to the SDCCD average and the aggregated average of 17 California Community Colleges (Table 11). Overall, Miramar College vocational students had higher average wages compared to the SDCCD and the aggregated average. The results were the same for all the subgroups of students.

Table 11: Comparison of wages of Miramar Vocational Students with the SDCCD and the Aggregated Average of California Community Colleges

	San Diego Miramar College	SDCCD Average	CA Community Colleges *
Vocational Degree All Students			
N	118	799	2,742
Last Year of College	$ 35,111	$ 25,605	$ 20,581
Third Year Out of College	$ 40,506	$ 31,664	$ 30,158
Wage Gain (%)	15.4%	23.7%	46.5%
Vocational Degree < 25 Years Old			
N	18	188	525
Last Year of College	$ 14,480	$ 14,846	$ 13,689
Third Year Out of College	$ 26,493	$ 22,378	$ 25,866
Wage Gain (%)	83.0%	50.7%	88.9%
Vocational Degree Male			
N	80	411	910
Last Year of College	$ 37,194	$ 28,888	$ 27,185
Third Year Out of College	$ 43,682	$ 33,609	$ 33,583
Wage Gain (%)	17.4%	16.3%	23.5%
Vocational Degree Female			
N	38	388	1,830
Last Year of College	$ 31,408	$ 22,327	$ 20,435
Third Year Out of College	$ 34,814	$ 29,962	$ 31,705
Wage Gain (%)	10.8%	34.2%	55.2%
Vocational Degree Minority			
N	35	293	1,374
Last Year of College	$ 35,229	$ 22,698	$ 22 664
Third Year Out of College	$ 36,998	$ 29,149	$ 30 825
Wage Gain (%)	5.0%	28.4%	36.0%
Vocational Degree Non-Minority			
N	82	501	1,064
Last Year of College	$ 35,065	$ 29,630	$ 24,316
Third Year Out of College	$ 41,894	$ 33,027	$ 34,485
Wage Gain (%)	19.5%	11.5%	41.8%

* Aggregated average of 17 community colleges in California. It includes Cabrillo College, Cuyamaca College, Grossmont College, Los Angeles Trade-Tech College, West Los Angeles College, Mission College, College of Alameda, Laney College, Merritt College, Vista College, San Diego City College, San Diego Mesa College, San Diego Miramar College, San Diego Community College Adult Program, Santa Barbara City College, Moorpark College, Oxnard College, and Ventura College

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Summary

Using a data matching approach, we were able to match approximately 70% of former vocational students. This compares favorably with student follow-up surveys which often result in very low response rates and biased samples.

Students who completed a vocational degree or certificate generally earned higher wages and had a faster rate of wage increases compared to students who did not complete a degree or certificate. Completers were also more likely to be employed for four quarters and to earn more than state average manufacturing wages than those who did not complete a program.

The economic and employment impact of acquiring a vocational certificate or degree was greater for students under 25 years old, and their wage increased 83% by the third year after leaving college. Older students also benefited from vocational training although the effect was not as pronounced as younger students.

Male students seemed to benefit more from completing a vocational program than female students. Male completers had higher wages than male leavers while wages for female students did not differ by vocational certificate or degree attainment.

Non-minority students earned somewhat higher wage than minority students. However, the percentages of students who were employed for a full-year and earned over the state manufacturing average were approximately the same for both minority and non-minority.

- **Improvement of PEETS**

For San Diego Miramar College students, approximately 70% of wage record data were matched with PEETS. PEETS currently does not include wage record data of students who are federal employees, self-employed, or entirely paid on a commission basis. The agreement to match EDD's wage records and the employment records of the US Military, the US Office of Personnel and the California State Franchise Tax Board has been made, and the percentage of students included in the wage record data is hoped to increase in the future.

Further, our efforts continue to match CSU data with EDD wage record data to identify students who pursue a more advanced degree after receiving an associate degree or certificate from the San Diego Community Colleges. This will enable us to separate students who continued their education after attending community college and those who did not, and to assess the value of completing upper division courses and acquiring a more advanced degree. This would be consistent with the recommendation of the Joint Commissions on Accountability Reporting (JCAR) that placement after college include both job placement, transfer, and upper division and graduate school enrollment.

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A Need Answered: JCAR Technical Conventions Manual. AASCU Publications, Washington, DC.

Appendix

Table A-1: Wages and Employment rates of Miramar College Vocational Students by the Number of Units Completed -- All Ages

	Completers Average	Leavers				Overall Average
		Leavers Average	<12 units completed	<24 units completed	>24 units completed	
Cohort	118	4,746	3,189	893	664	4,864
# matched in last year of college (0 yr.)	91	4,061	2,764	766	531	4,152
% employed for 4 quarters	82.4%	78.1%	79.3%	77.0%	73.8%	78.2%
Aver wage	$ 35,111	$ 34,138	$ 35,953	$ 32,263	$ 26,805	$ 34,160
% earning over state aver ($12,875)	70.3%	66.6%	68.4%	66.1%	57.6%	66.6%
Aver earning over state aver ($12,875)	$ 39,982	$ 38,678	$ 40,408	$ 36,191	$ 32,098	$ 38,708
# matched in 1st year out of college	93	3,833	2,633	702	498	3,926
% employed for 4 quarters	76.3%	77.1%	78.2%	74.9%	74.5%	77.1%
1st year aver wage	$ 38,284	$ 36,043	$ 37,671	$ 34,615	$ 29,031	$ 36,095
% earning over state aver ($12,875)	68.7%	67.8%	69.2%	67.0%	61.6%	67.8%
Aver earning over state aver ($12,875)	$ 41,542	$ 39,877	$ 41,513	$ 37,762	$ 33,404	$ 39,917
# matched in 3rd year out of college	81	3,319	2,294	592	433	3,400
% employed for 4 quarters	82.7%	77.6%	77.5%	78.2%	77.1%	77.7%
3rd year aver wage	$ 40,506	$ 37,349	$ 38,358	$ 36,836	$ 32,689	$ 37,429
% earning over state aver ($12,875)	80.2%	69.5%	69.8%	70.5%	66.7%	69.8%
Aver earning over state aver ($12,875)	$ 41,461	$ 40,774	$ 41,757	$ 39,956	$ 36,506	$ 40,793
Wage gain from 0 to 1st year	$ 3,173	$ 1,905	$ 1,718	$ 2,352	$ 2,226	$ 1,935
Gain % from 0 to 1st year	9.0%	5.6%	4.8%	7.3%	8.3%	5.7%
Wage gain over aver 0 to 1st year	$ 1,560	$ 1,200	$ 1,105	$ 1,571	$ 1,306	$ 1,209
Gain % over aver 0 to 1st year	3.9%	3.1%	2.7% -	4.3%	4.1%	3.1%
Wage gain from 0 to 3rd year	$ 5,395	$ 3,212	$ 2,405	$ 4,573	$ 5,884	$ 3,269
Gain % from 0 to 3rd year	15.4%	9.4%	6.7%	14.2%	22.0%	9.6%
Wage gain over aver 0 to 3rd year	$ 1,479	$ 2,096	$ 1,349	$ 3,765	$ 4,408	$ 2,085
Gain % over aver 0 to 3rd year	3.7%	5.4%	3.3%	10.4%	13.7%	5.4%
Wage gain from 1st to 3rd year	$ 2,222	$ 1,306	$ 687	$ 2,221	$ 3,658	$ 1,334
Gain % from 1st to 3rd year	5.8%	3.6%	1.8%	6.4%	12.6%	3.7%
Wage gain over aver 1st to 3rd year	$ - 81	$ 897	$ 244	$ 2,194	$ 3,102	$ 876
Gain % over aver 1st to 3rd year	- 0.2%	2.2%	0.6%	5.8%	9.3%	2.2%

Table A-2: Wages and Employment Rates of Miramar College Vocational Students by the Number of Units Completed -- Under 25 Years Old

	Completers Average	Leavers				Overall Average
		Leavers Average	<12 units completed	<24 units completed	>24 units completed	
Cohort	18	956	532	217	207	974
# matched in last year of college (0 yr.)	18	846	462	197	187	864
% employed for 4 quarters	72.2%	69.5%	68.4%	71.6%	70.1%	69.6%
Aver wage	$ 14,480	$ 16,801	$ 17,260	$ 17,344	$ 15,109	$ 16,751
% earning over state aver ($12,875)	38.8%	39.6%	39.2%	41.7%	38.6%	39.6%
Aver earning over state aver ($12,875)	$ 21,706	$ 23,618	$ 24,444	$ 23,783	$ 21,358	$ 23,579
# matched in 1st year out of college	16	771	432	171	168	787
% employed for 4 quarters	56.3%	68.9%	67.4%	69.6%	72.0%	68.6%
1st year aver wage	$ 20,382	$ 19,830	$ 20,152	$ 20,435	$ 18,458	$ 19,839
% earning over state aver ($12,875)	37.6%	47.1%	45.8%	49.1%	48.2%	46.9%
Aver earning over state aver ($12,875)	$ 26,045	$ 25,371	$ 25,880	$ 25,548	$ 23,944	$ 25,382
# matched in 3rd year out of college	14	649	370	136	143	663
% employed for 4 quarters	78.6%	71.0%	68.9%	75.7%	72.0%	71.2%
3rd year aver wage	$ 26,493	$ 23,826	$ 24,492	$ 22,288	$ 23,714	$ 23,888
% earning over state aver ($12,875)	78.6%	56.1%	55.1%	58.8%	55.9%	56.5%
Aver earning over state aver ($12,875)	$ 26,493	$ 27,984	$ 28,716	$ 26,153	$ 27,949	$ 27,940
Wage gain from 0 to 1st year	$ 5,902	$ 3,029	$ 2,892	$ 3,091	$ 3,349	$ 3,088
Gain % from 0 to 1st year	40.8%	18.0%	16.8%	17.8%	22.2%	18.4%
Wage gain over aver 0 to 1st year	$ 4,339	$ 1,753	$ 1,436	$ 1,765	$ 2,586	$ 1,803
Gain % over aver 0 to 1st year	20.0%	7.4%	5.9%	7.4%	12.1%	7.6%
Wage gain from 0 to 3rd year	$ 12,013	$ 7,025	$ 7,232	$ 4,944	$ 8,605	$ 7,137
Gain % from 0 to 3rd year	83.0%	41.8%	41.9%	28.5%	57.0%	42.6%
Wage gain over aver 0 to 3rd year	$ 4,787	$ 4,366	$ 4,272	$ 2,370	$ 6,591	$ 4,361
Gain % over aver 0 to 3rd year	22.1%	18.5%	17.5%	10.0%	30.9%	18.5%
Wage gain from 1st to 3rd year	$ 6,111	$ 3,996	$ 4,340	$ 1,853	$ 5,256	$ 4,049
Gain % from 1st to 3rd year	30.0%	20.2%	21.5%	9.1%	28.5%	20.4%
Wage gain over aver 1st to 3rd year	$ 448	$ 2,613	$ 2,836	$ 605	$ 4,005	$ 2,558
Gain % over aver 1st to 3rd year	1.7%	10.3%	11.0%	2.4%	16.7%	10.1%